### **COURSE OVERVIEW**

- Introduction
- Costs And Cost Analysis
- Cost Or Pricing Data
- Allowability
- Data Collection
- Work Design And Analysis
- Estimating / Analysis Techniques
- Direct Material Costs
- Direct Labor Costs
- Other Direct Costs
- Indirect Costs
- Profit Or Fee
- Preparing For Negotiation
- Cost Realism Analysis

- The amount of money that a buyer pays a seller for the delivery of a product or the performance of a service
- Cost plus any fee or profit applicable to the contract type

# SELLER'S PRICING STRATEGIES P. I-4

- Cost-Based
- Market-Based

# DEPENDING ON THEIR PRICING STRATEGIES, OFFERORS MAY:

P. I-4

- Aim High
- Aim Low
- Aim For Dead Center

P. I-5

- Purchase supplies and services from responsible sources at fair and reasonable prices
- Price each contract separately and independently
- Exclude any contingency for which the contract adjusts the price upon occurrence

- A price in line with market value, OR
- A price in line with most probable cost, assuming performance by a well managed responsible firm using reasonably efficient and economical methods

### FAIR TO THE SELLER?

P. I-7

A price that is realistic in terms of seller ability to satisfy terms and conditions A price that a prudent and competent buyer would pay, given adequate data on:

- Market conditions,
- Alternatives,
- The evaluated price of each alternative, and
- Non-price evaluation factors

# PRICE CONTRACTS INDEPENDENTLY

P. I-12

- Do **not** consider reductions in other contracts
- Do not consider loses or profit on other contracts

- 1. Those for which the cost impact **CAN** be reasonably estimated (consider these)
- 1. Those for which the cost impact **CANNOT** be reasonably estimated (ignore these)

### PARTICIPANTS IN COST ANALYSISP. I-16

- Contracting Officer
- Requirements / Program / Project Manager
- User
- Technical Specialists
- Auditors And Other Financial Specialists
- Administrative Contracting Officers
- Lawyers

"The sum of all allowable direct and indirect costs allocable to the contract, incurred or to be incurred, less any allocable credits, plus any applicable cost of money."

"The process of examining and evaluating a proposed price to determine if it is fair and reasonable without evaluating separate elements of cost and proposed profit."

#### Comparing *proposed prices* to:

- Prices from other offerors
- Commercial prices
- Prior prices for the same or similar items
- Rough yardsticks (e.g., price per pound)
- Independent Government Cost Estimates

"Review and evaluation of the separate cost elements and proposed profit ... to form an opinion on the degree to which the proposed costs represent what the cost of the contract should be, assuming reasonable economy and efficiency."

### COST ANALYSIS IS MANDATORY WHEN P. 1-12

Certified cost or pricing data are required

#### **AND**

No exemption applies

#### YOU MAY ALSO NEED TO ANALYZE COSTS P. 1-12

If you **cannot** determine that a price is fair and reasonable through price analysis alone.

- Round-Table
- Comparison
- Detailed Analysis

### **ESTIMATING METHOD COMPARISON** P. 1-21

- Accuracy
- Consistency
- Speed Of Development
- Development Cost
- Data Required

Facts that prudent buyers and sellers would expect to have an impact on price.

#### CONTRACTING OFFICER DETERMINATIONS P. 2-5

- Are data required?
- Is data certification required?
- Extent of data required?
- What form of data submission is required?

Contractor official certifies that the data submitted as of agreement on price are:

- ACCURATE
- CURRENT
- COMPLETE

# WHEN IS A CERTIFICATE REQUIRED? P. 2-8

Type Of Contract Action	\$25,000 Or Less	More Than \$25,000, But Not More Than \$100,000 (\$500,000 In DoD)	More Than \$100,000 (\$500,000 In DoD)
New contract price proposal	Never	Only if the contracting officer determines in writing that pricing decision CANNOT be made based on price analysis alone	YES, unless proposal can be exempted based on:  • Adequate price competition  • Catalog pricing  • Market pricing, or  • Regulated pricing

- Prices based on established catalog prices
- Items are commercially available
- Items are sold in substantial quantities to the general public

SECTION I - CATALOG PRICE				
7. CATALOG IDENTIFIC	8. SALES PERIOD COVERED			
		FROM	ТО	
9. CATEGORIES OF SALES	TOTAL UNITS SOLD*	10. REMA	RKS	
A. U.S. Government sales				
<b>B</b> . Sales at catalog price to general public				
C. Other sales to general public				

# NORMALLY DENY REQUESTS FOR CATALOG EXEMPTIONS WHEN P. 2-14

Sales to the General Public (B+C) are less than 35% of all sales (A+B+C)

OR

Sales at catalog price (B) are less than 55% of sales to the General Public (B+C)

# NORMALLY APPROVE REQUESTS FOR CATALOG EXEMPTIONS WHEN

P. 2-14

Sales to the General Public (B+C) are at least 55% of all sales (A+B+C)

#### **AND**

Sales at catalog price (B) are at least 75% of sales to the General Public (B+C)

- Prices are established in usual and ordinary course of trade between buyers and sellers free to bargain
- Price substantiated by independent sources
- Sufficient commercial buyers

### REGULATED PRICING EXEMPTION

P. 2-16

- Price set by law or regulation
- Law or regulation applies
- Proposed price is current regulated price

Proposal Summary 1— Line Item 1: 20,000 #12 pins			
Cost Elements	Proposed Contract Estimate Total Cost	Proposed Contract Estimate Unit Cost	Reference
Materials	\$40,000	\$2.00	Α
Direct Labor	\$40,000	\$2.00	В
Indirect Costs	\$80,000	\$4.00	С
Other Costs	\$10,000	\$0.50	D
Total	\$170,000	\$8.50	

Proposal Summary 2— Line Item 2: 8,000 #14 pins			
Cost Elements	Proposed Contract Estimate—Total Cost	Proposed Contract Estimate—Unit Cost	Reference
Materials	\$32,000	\$4.00	E
Direct Labor	\$16,000	\$2.00	F
Indirect Costs	\$32,000	\$4.00	G
Other Costs	\$4,000	\$0.50	Н
Total	\$84,000	\$10.50	

# SUMMARY TOTALS ALL LINE ITEMS

## P. 2-21

Materials	\$72,000
Direct Labor	\$56,000
Indirect	\$112,000
Other	\$14,000
Total:	\$254,000

SF 1411 P. 2-20

8. List and reference the identification, quantity, and total price proposed for each contract line item. A line item cost breakdown supporting this recap is required unless otherwise specified by the Contracting Officer.

A. LINE ITEM NO.	B. IDENTIFI- CATION	C. QUANTITY	D. TOTAL PRICE	E. REFERENCE
1	#12 pins	20,000	\$170,000	Proposal Summary 1
2	#14 pins	8,000	\$84,000	Proposal Summary 2

#### CERTIFICATE OF CURRENT COST OR PRICING DATA P. 2-28

is is to certify that, to the best of my knowledge and belief, the cost or pricir ta submitted, either actually or by specific identification in writing, to th	_
ntracting officer or to the contracting officer's representative in support	
* are accurate, complete, and current as of**	O.
m	
gnature	
me	
le	
ite of execution***	

\*\*\*Insert the day, month, and year of signing, which should be as close as practicable to the date when the price negotiations were concluded and the contract price was agreed to.

<sup>\*</sup>Identify the proposal ... involved, giving the appropriate identifying number (e.g. RFP No.).

<sup>\*\*</sup>Insert the day, month, and year when price negotiations were concluded and price agreement was reached.

Contract clauses provide for price reduction for any significant price increase because cost or pricing data were **not** current, accurate, and complete.

# THE GOVERNMENT'S PRENEGOTIATION OBJECTIVE

P. 3-6

"Profit or fee ... and the Government's estimate of allowable costs to be incurred in contract performance together equal the Government's total prenegotiation objective."

- Reasonable
- Fairly allocated
- Properly accounted for
- Not ruled out by specific cost principles in FAR Part 31
- Not ruled out by other contract terms

# TO BE CONSIDERED REASONABLE, THE COST MUST BE P. 3-7

- Generally recognized as ordinary and necessary in conducting business
- Consistent with generally accepted sound business practices, and with applicable laws and regulations
- In keeping with the firm's responsibilities to the Government, other customers, owners, employees, and the public
- Consistent with the firm's established business practices

IF:	THE OFFEROR SHOULD ORDINARILY PROPOSE:	
The cost would be incurred for work on your contract, and your contract alone	Charging the entire cost to your contract	
The cost would benefit both your work and work for other customers	Dividing the cost among those customers, in reasonable proportion to benefits received.	
The cost is necessary for overall operation of the business.	Dividing the cost among all customers of the firm, in proportion to each customer's expected share of the firm's projected business volume.	

P. 3-12

- COST ACCOUNTING STANDARDS (CAS)
- GENERALLY ACCEPTED ACCOUNTING PRINCIPLES (GAAP)
- FAR PROVISIONS

- ALLOWABLE COSTS
- UNALLOWABLE COSTS
- ALLOWABLE WITH RESTRICTIONS

- CAN RULE OUT ADDITIONAL COSTS
- CANNOT BE LESS RESTRICTIVE

- Your contracting activity
- Other contracting activities
- Contract administration activities of your agency
- Defense contract administration activities

## WHAT TO LOOK FOR IN THESE FILES P. 4-5

- Contract Specifications And Statements Of Work
- Program/Procurement History
- Prior Audits And Technical Reviews
- Contractor Systems Reviews
- Proposals And Price Negotiation Memoranda
   From Prior Negotiations

- The RFP
- The history of the deliverable
- The contractor's past dealings with the Government

## MARKET RESEARCH DATA SOURCES P. 4-17

- Computerized Databases
- Manual Item Records
- Catalogs
- Economic Indexes
- Trade Journals
- Product Brochures
- Federal Supply Schedules

# SOURCES OF TECHNICAL SUPPORT P. 4-19

- IN-HOUSE SUPPORT
- CONTRACT ADMINISTRATION SUPPORT

#### **ASK TECHNICAL REVIEWERS TO EVALUATE: P. 4-19**

- Quantities And Kinds Of Material
- Number Of Labor Hours
- Labor Skill Mix
- Special Tooling, Test Equipment, And Facilities
- Scrap And Spoilage Factors
- Work Design, Procedures And Processes
- Shop Loading Vs. Delivery Schedules
- Make-Or-Buy Decisions
- Trends In Production Efficiency
- Offeror Technical Track Record

- State extent of support needed
- Identify areas where input is required
- Include information needed for review
- Assign realistic deadline

## REVIEWING THE TECHNICAL REPORT P. 4-21

- Does it answer the questions in your request?
- Do you understand the answers?
- Does the report support its conclusions?
- Are there any discrepancies with other evaluations?

- Dollar value of offer
- Lack of knowledge of contractor
- Sensitive conditions
- Data in hand not sufficient to determine the reasonableness of proposed costs

- State extent of support needed
- Identify areas where input is required
- Include information needed for review
- Assign realistic deadline

#### **EXTENT OF AUDIT SUPPORT**

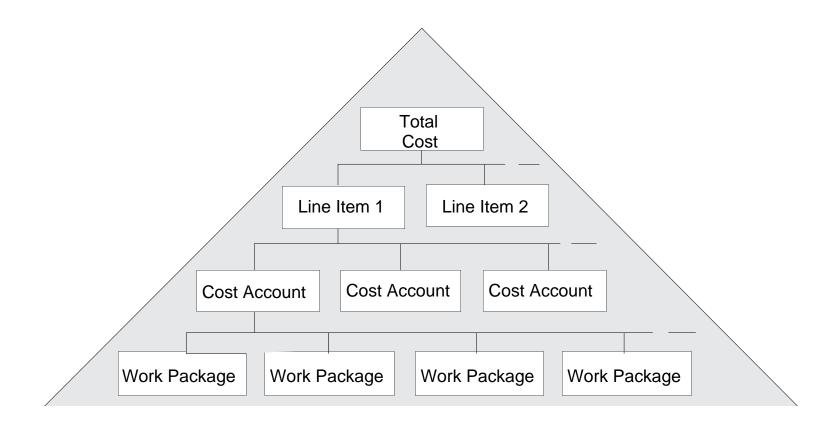
- Complete Detailed Audit Including Technical
- Complete Detailed Audit Of Selected Elements
- Audit Of Labor And Overhead Rates
- Desk Audit
- Desk Audit Supplemented With Selected Detailed Analysis

- Does it address the areas you specified?
- Do you understand its recommendations?
- Does the report support its recommendations?
- Are there any discrepancies with other evaluations?

- Future will be the same as the past
- Future will be different from the past

- Anticipated problems
- Anticipated technological change
- Unavoidable interruptions and shortages
- Inflation

- Able to be reasonably forecasted
- Not able to be reasonably forecasted
- Added to historical cost



#### AREAS FOR IMPROVEMENT:

- Tasks and subtasks
- Methods
- Facilities
- Equipment
- Hardware and software
- Management and operating systems
- Other aspects of performance

- Investment Risk
- Performance Risk
- Economic Risk

#### **EVALUATE OFFEROR'S RISK ASSESSMENT P. 5-29**

- What information is available to offeror?
- Is the offeror's assessment realistic? What can the offeror do to control or reduce the risk.
- Can the risk be mitigated by alternative terms?

## SOME COMMON CONTRACT TYPES

P. 5-32

- Firm Fixed-Price (FFP)
- Fixed-Price Economic Price Adjustment (FP-EPA)
- Cost-Plus-Fixed-Fee (CPFF), Award Fee (CPAF),
   Or Incentive-Fee (CPIF)

- Impossible specifications
- Conflicting specifications
- Specifications open to interpretation

# BASE YOUR COST ANALYSIS ON: P. 5-42

- Realistic Planning Assumptions
- Should-Cost Principles
- Realistic Assessment Of Risk

#### STATISTICAL TECHNIQUES

- Sampling
- Index Numbers
- Cost-Volume-Profit Analysis
- Line-Of-Best-Fit Projections
- Cost Estimating Relationships
- Moving Averages
- Improvement Curves

Cost Analysis 6-1

- Large amount of data
- No time to evaluate every item

- 1. Identify items that merit 100% analysis
- 2. Group remaining items
- 3. Determine number of items to sample
- 4. Randomly select the items
- 5. Develop a "decrement" from the sampled items
- 6. Apply the decrement to the total proposed cost of all items
- 7. Total prenegotiation positions from each group

Cost Analysis 6-3

- Inflate / deflate historical costs for comparison with proposed costs
- Estimate inflation / deflation over contract period

STEP	ACTION			
1	Collect data			
2	Select a base period			
3	Divide each period price by the base period price			
4	Multiply by 100			

# INDEX CONSTRUCTION EXAMPLE

P. 6-13

YEAR	YEARLY AVERAGE PRICE	DIVIDED BY BASE 1987 PRICE	* 100 =	INDEX NUMBER
1987	\$84.12	÷ \$84.12	= <b>1.000</b> * 100	= 100.0
1988	\$90.84	÷ \$84.12	= <b>1.080</b> * 100	= 108.0
1989	\$95.06	÷ \$84.12	= <b>1.130</b> * 100	= 113.0
1990	\$101.97	÷ \$84.12	= <b>1.212</b> * 100	= 121.2
1991	\$107.32	÷ \$84.12	= <b>1.276</b> * 100	= 127.6

# SOME SOURCES OF PRICE INDEXES P. 6-14

- Producer Price Indexes
- Consumer Price Indexes
- Monthly Labor Review
- Agency Indexes
- Contracting Office Indexes

#### Formula:

 $\frac{\text{INDEX FOR PERIOD T}_2}{\text{INDEX FOR PERIOD T}_1} * KNOWN PRICE = PRICE ESTIMATE FOR PERIOD T_1 = PRICE ESTIMATE FOR PERIOD T_2$ 

#### **Example:**

1991 Price Index 1990 Price Index \* 1990 Price = 1991 PRICE ESTIMATE

127.6 121.2 \* \$101.97 = \$107.35

Cost Analysis 6-8

Period	PERIOD PRICE	INDEX BASE 19X3
19X3	\$3,000	100.0
19X4	\$3,150	105.0
19X5	\$2,990	99.7
19X6	\$3,200	106.7
19X7	\$3,295	109.8
19X8	\$3,350	111.7

Cost Analysis 6-9

### ADJUSTING PRICES FOR FURTHER ANALYSIS P. 6-22

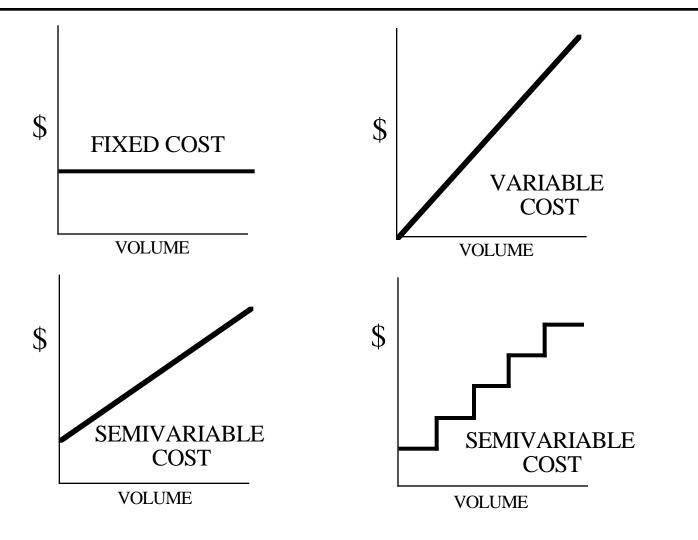
YEAR	MACHINERY & EQUIPMENT INDEX	INDEX NUMBERS ADJUSTMENT CALCULATION	HISTORICAL PRICES	ADJUSTED PRICES
1986	100.0	<u>120.0</u> 100.0	\$17,666.67	\$21,200
1987	103.2	<u>120.0</u> 103.3	\$18,077.50	\$21,000
1988	106.5	<u>120.0</u> 106.5	\$18,460.00	\$20,800
1989	111.4	<u>120.0</u> 111.4	\$19,123.67	\$20,600
1990	115.5	<u>120.0</u> 115.5	\$19,635.00	\$20,400
1991	120.0			

Cost Analysis 6-10

- Estimate the unit cost for any specified quantity
- Determine what the product should cost at different quantity breaks
- Measure impact of customer decisions on profits

# PRIOR SUBCONTRACTS FOR X TUBES P. 6-26

Quantity	Unit Price	Total Price
10,000	\$25	\$250,000
6,000	\$30	\$180,000
20,000	\$21	\$420,000



Cost Analysis 6-13

```
TC = FC + (VC_U * Vol)
```

WHERE: TC = TOTAL COST

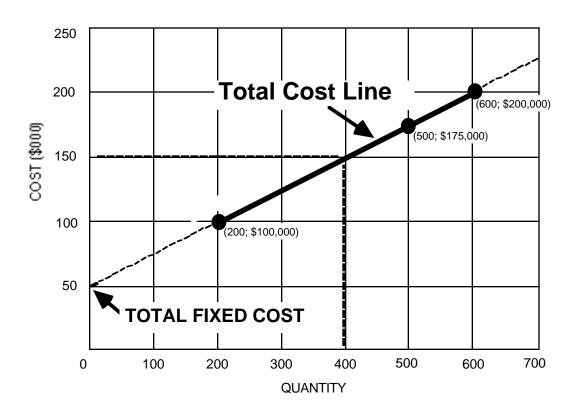
FC = FIXED COST

VC<sub>U</sub> = VARIABLE COST PER UNIT

VOL = VOLUME

$$VC_U = \frac{TC2 - TC1}{Vol2 - Vol1}$$

# **GRAPHIC RELATIONSHIP**



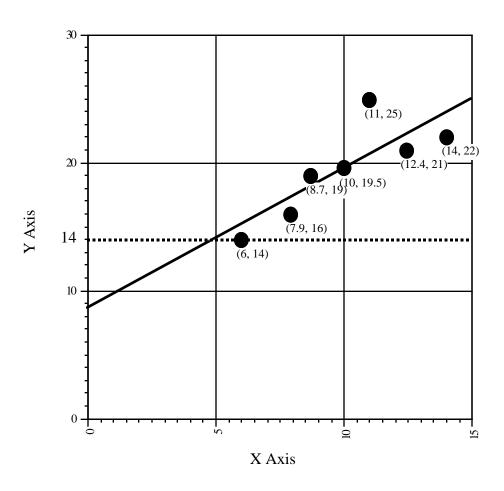
$$SP_U * VOL = FC + (VC_U * Vol) + P$$

CONTRIBUTION INCOME = REVENUE - VARIABLE COST

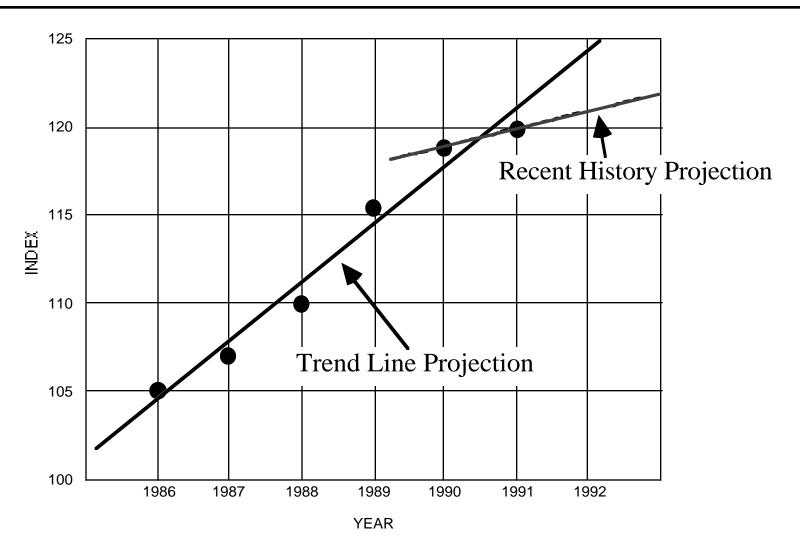
$$CI = (SP_U * Vol) - (VC_U * Vol)$$

$$CI = (SP_U - VC_U) * Vol)$$

- Step 1. Graph the known data.
- Step 2. Find the point representing the average of the X values and the average of the Y values,  $(\overline{X}, \overline{Y})$ .
- Step 3. Draw a line through the  $(\overline{X}, \overline{Y})$  and the data so that it minimizes the distance between the line and the data points.



Cost Analysis 6-20



Cost Analysis 6-21

- 1. Designate the dependent variable (\$)
- 2. Select potential independent variables (cost drivers).
- 3. Collect data on the relationship between the dependent and independent variables.

# **CER DEVELOPMENT** (CONTINUED)

P. 6-59

- 4. Explore the relationship between the dependent and independent variables.
- 5. Select the relationship that best predicts the dependent variable (\$).
- 6. Document your findings.

## MOVING AVERAGE DEVELOPMENT

P. 6-69

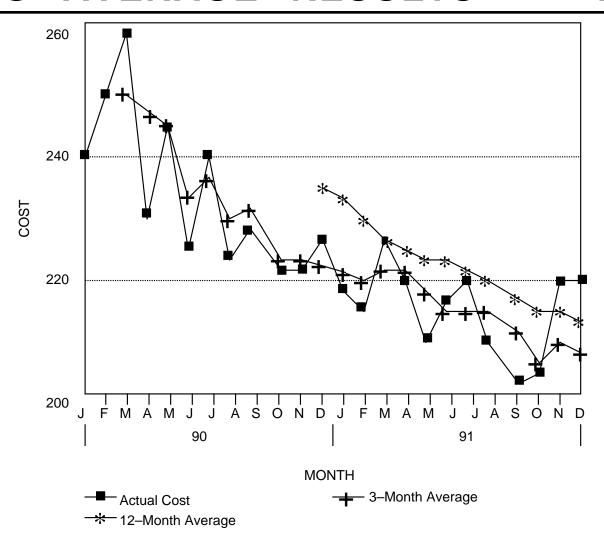
Step 1 Collect historical data

Step 2 Determine averaging period

Step 3 Examine prediction accuracy

Month	Cost	3-Month Average	12-Month Average
January 90	\$240		
<b>February</b>	250		
March	260	\$250	
April	230	247	
May	245	245	
June	225	233	
July	240	237	
August	224	230	
September	228	231	
October	223	225	
November	223	225	
December	227	224	\$235
January 91	218	223	233

Cost Analysis 6-25



## IMPROVEMENT SITUATIONS

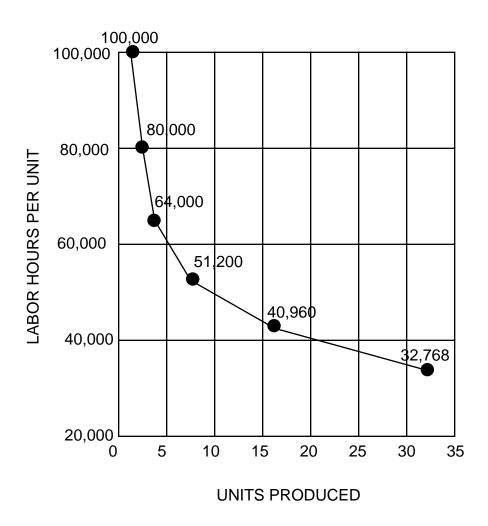
P. 6-76

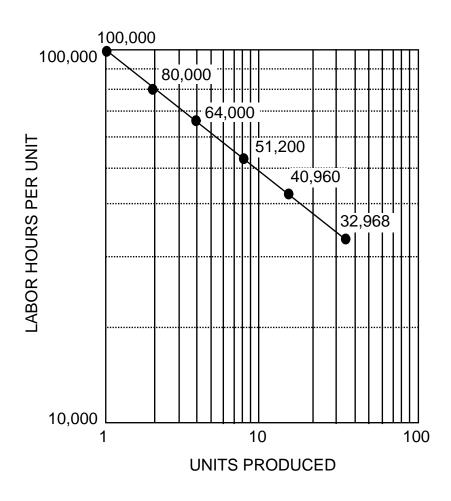
- High proportion of manual labor
- Uninterrupted production
- Production of complex items
- No major technological change
- Continuous pressure to improve

- Job familiarization by workers
- Improved production procedures
- Improved tooling and tool coordination
- Improved work flow organization
- Improved product production
- Improved engineering support
- Improved parts support

"As the total volume of units produced **DOUBLES**, the cost per unit decreases by some constant percentage."

UNITS PRODUCED	LABOR HOURS PER UNIT AT DOUBLED QUANTITIES	DIFFERENCE IN LABOR HOURS PER UNIT AT DOUBLED QUANTITIES	RATE OF IMPROVEMENT (%)	SLOPE OF CURVE (%)
1	100,000			
2	80,000	20,000	20	80
4	64,000	16,000	20	80
8	51,200	12,800	20	80
16	40,960	10,240	20	80
32	32,768	8,192	20	80





## SLOPE SELECTION PRIORITY

P. 6-88

- 1. Same Item
- 2. Similar Items
- 3. General Product Category

- FIRST LOT ONLY:
  - LESS THAN 10, DIVIDE BY 2
  - 10 OR MORE, DIVIDE BY 3
- ALL OTHER LOTS
  - DIVIDE BY 2

# CALCULATIONS FOR THE LOT AVERAGE, UNIT COST AND THE LOT PLOT POINT P. 6-92

Lot No.	Lot Size	CUMULATIV E UNITS	Lot Midpoin T	LOT PLOT POINT	Lot Average Hours	LOT TOTAL Hours
1	6	6	3.0	3.0	6,800	40,800
2	9	15	4.5	10.5	4,500	40,500
3	15	30	7.5	22.5	3,500	52,500
4	40	70	20.0	50.0		

# ATAG IMPROVEMENT

# P. CE 6-27

Lot <b>N</b> o.	Lot Size	CUMULATIVE UNITS	Lot Midpoint	LOT PLOT POINT	Lot Average Hours	Lot Total Hours
1	8					2312
2	16					2672
3	26	50	13	37	120	3120
4	32					3040
5	80					

- 1. Question Proposed Material Mix
- 2. Question Summary Cost Estimates
- 3. Question Detailed Cost Estimates
- 4. Question Major Subcontract Requirements

#### IDENTIFY DIRECT MATERIAL ELEMENTS P. 7-6

- Materials
- Inbound Transportation
- Intransit Insurance
- Scrap, Spoilage, & Defective Parts

## ANALYZE DIRECT MATERIAL MIX P. 7-12

- Determine if proposed units are necessary
- Determine if proposed material should be indirect
- Determine if proposed material mix is realistic
- Document concerns in prenegotiation positions

### SUMMARY LEVEL ESTIMATE ANALYSIS P. 7-16

- Determine if summary estimate is appropriate
- Determine what technique(s) used
- Determine if techniques were properly applied
- Develop and document prenegotiation positions

## SUMMARY ESTIMATE ANALYSIS P. 7-19

- New effort similar to historical effort?
- Changing value of dollar considered?
- Distortions in historical data identified?
- Changes in technology?
- Reasonable adjustments?
- Difference in material mix?
- Improvement curve theory properly considered in estimate?

## **DETAILED MATERIAL COST ESTIMATES** P. 7-23

- Quantity (base amount + scrap)
- Unit Price

## BILL OF MATERIAL ANALYSIS

P. 7-25

- Consider material mix concerns
- Select sampling strategy
- Validate base estimates of quantities
- Validate adjustments to base estimates of quantities
- Document concerns and consider appropriately

## SCRAP RATE CALCULATION

P. 7-27

Scrap Dollars
Total Assembly Material Dollars

or

Scrap Units
Total Assembly Material Units

Scrap Dollars

Material Dollars Purchased

or

Scrap Units

Material Units Purchased

### SCRAP RATE ANALYSIS

P. 7-28

- Rate application consistent with calculation?
- Rate consistent with past experience?
- Similar materials, tolerances, and processes?
- Rate changing over time?

(continued next slide)

## SCRAP RATE ANALYSIS (CONT.) P. 7-28

- Rate consistent with should-cost efficiency and effectiveness?
- Types of cost included consistently?
- Scrap value being considered?

## ANALYZE UNIT PRICE ESTIMATESP. 7-29

- Current Quotes
- Historical Quotes Or Purchase Prices
- Inventory Prices

## ANALYZING CURRENT QUOTES P. 7-30

- Quotes for required quantities?
- Prime likely to negotiate cuts in quoted prices?
- Do subcontract terms provide for discounts?
- When will subcontract negotiations take place?

(continued next slide)

## ANALYZING CURRENT QUOTES (CONT.) P. 7-30

- Are the items already in prime's inventory?
- Other significant price-related factors?
- Did the prime obtain adequate price competition?
- How does the quoted price compare with other prices?

## ANALYZING HISTORICAL PRICES P. 7-33

- Were historical prices reasonable?
- Have specifications changed?
- Has purchasing environment changed?
- Is the item still in production?
- Is prime still factoring in a nonrecurring cost?
- Have there been changes in economic conditions?

## **ANALYZING INVENTORY PRICING P. 7-35**

- First-In-First-Out (FIFO)
- Last-In-First-Out (LIFO)
- Weighted Average
- Moving Average
- Standard Cost

- UNIT A @ \$100
- UNIT B @ \$110
- UNIT C @ \$105
- UNIT D @ \$115
- UNIT E @ \$120

#### SUBCONTRACT PRICING RESPONSIBILITIESP. 7-41

- CONTRACTING OFFICER
  - Assure that overall price is fair and reasonable
- PRIME OR HIGHER TIER SUBCONTRACTOR
  - Perform price analysis
  - Perform cost analysis when necessary
  - Provide subcontractor data when required
  - Obtain subcontractor data when required

## DIRECT MATERIAL SUMMARY TABLE P. 7-46

MATERIAL Cost	Proposal	Audit	Tech. Report	ACO Report	Your Objective
Purchased Parts	\$1,100,000	\$1,099,000	\$1,100,000	\$1,100,000	
Sooper Antenna	\$825,000	\$825,000	\$747,500	\$747,500	
Scrap & Usage	\$57,750	\$57,720	\$55,425	\$55,425	

## DIRECT LABOR COST ANALYSIS P. 8-3

- 1. Question Direct Labor Mix
- 2. Question Labor Hour Estimates
- 3. Question Wage Rates

### ANALYZE DIRECT LABOR MIX

P. 8-5

- Identify classifications of direct labor
- Identify major types of direct labor
- Analyze direct labor mix

# IDENTIFY CLASSIFICATIONS OF DIRECT LABOR

P. 8-6

- Position
- Class Of Positions
- Position Classification Plan

- Engineering Labor
- Manufacturing Labor
- Services Labor

## ANALYZE DIRECT LABOR MIX P. 8-11

- Determine whether a more efficient and economical skill mix is possible
- Determine if proposed labor should be indirect
- Determine realism of proposed skill mix
- Document concerns in prenegotiation positions

#### ROUND TABLE ESTIMATE ANALYSIS P. 8-17

- How complex is the contract effort?
- How many labor hours are available?
- What is your professional judgement?

#### COMPARISON ESTIMATE ANALYSIS

P. 8-20

- Work methods identical?
- Historical costs represent efficient use of labor?
- Historical costs include the cost of changes?
- Make-or-Buy plan the same?
- Any labor functions doublecounted?

(continued next slide)

#### COMPARISON ESTIMATE ANALYSIS

P. 8-20

- Historical data complete?
- Historical data any good?
- Are historical data skewed by incidents of uneconomical or inefficient performance?
- Has the production environment changed?
- Adjustment factor reasonable?

- Is there a relationship?
- Will cost-to-cost trends continue?
- CER used consistently?
- CER accurate?
- CER current?

(continued next slide)

- Is there a better CER?
- CER self-fulfilling prophecy?
- CER as accurate as standards or actuals?

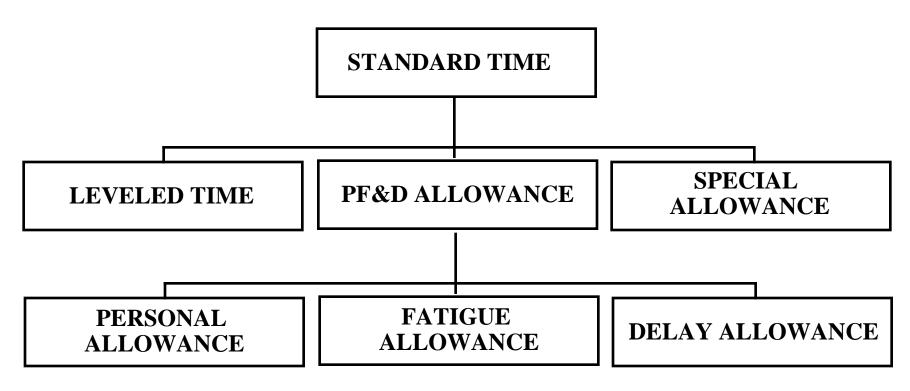
### IMPROVEMENT CURVE ANALYSIS P. 8-26

- Significant manual labor?
- Will work proceed without interruption?
- Are the tasks complex?
- Major technological changes expected?
- Management pressure to improve?

# ANALYZING IMPROVEMENT CURVE P. 8-28

- Does improvement curve theory apply?
- Adequate documentation?
- Properly applied to available data?
- Costs of changes and interruptions isolated?
- Continued improvement projected?
- Rework and repair properly considered?

"The time necessary for a qualified worker, working at a normal pace, under capable supervision, with normal fatigue and delays, to perform a defined task"



Cost Analysis 8-13

The time that a worker of average skill, making an average effort under average conditions, would take to complete a required task, as determined by:

- Time Study
- Predetermined Level Times
- Standard Time Data
- Work Sampling

#### REALIZATION vs. EFFICIENCY FACTOR P. 8-34

Realization Factor =  $\frac{\text{Total Actual Hours}}{\text{Standard Hours}}$ 

Efficiency Factor = Standard Hours \* 100

#### ANALYSIS OF STANDARDS ESTIMATES P. 8-36

- Did the contractor use available standards?
- Standards properly developed?
- Realization / efficiency factors relevant?
- Realization / efficiency factors current?
- Effective variance controls?
- Rework and repair properly considered?

#### FACTORS AFFECTING WAGE RATES

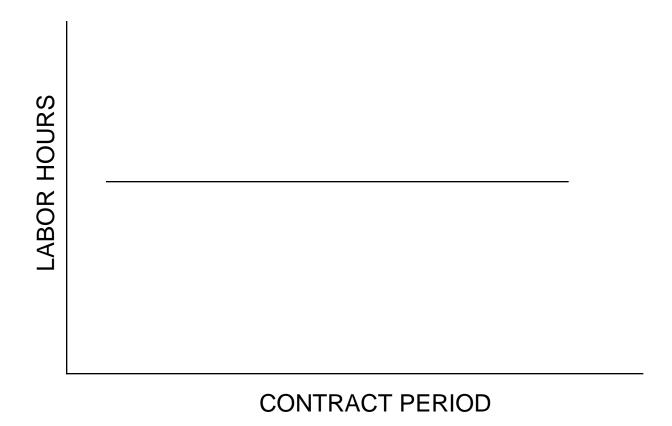
P. 8-40

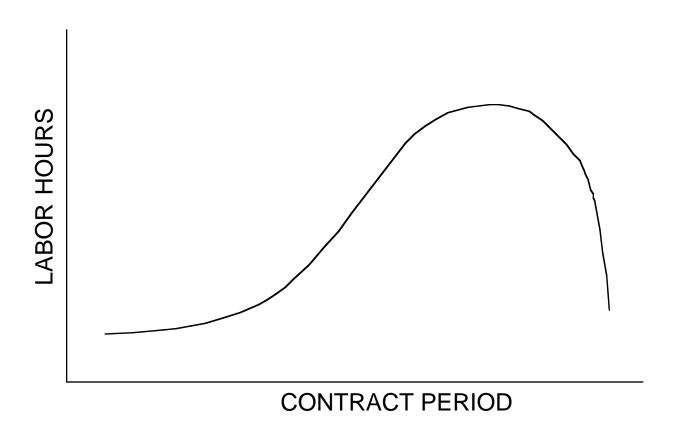
- Geographical Location
- Skill Levels
- Time Period Of The Contract
- Conditions In Contractor's Work Force

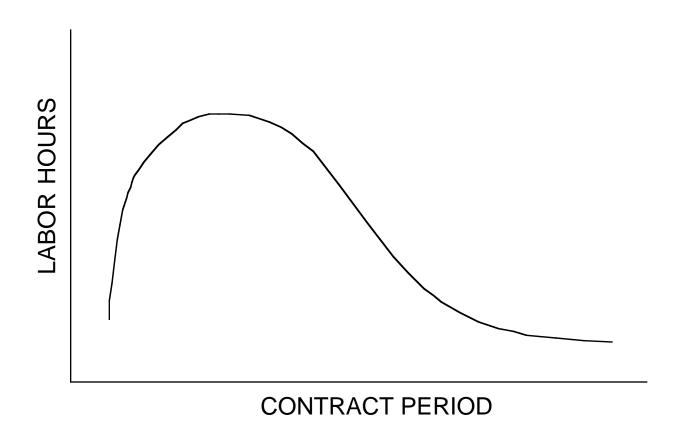
- Service Contract Act
- Davis Bacon Act
- Walsh-Healey Public Contract Act

## WEIGHTED AVERAGE LABOR RATE P. 8-44

ENGINEERING LABOR CATEGORY	ENGINEERS EMPLOYED	Wage Rate Per Hour (\$)	WEIGHTED AVERAGE RATE
Senior	100	\$37.50	\$3,750
Intermediate	200	\$31.00	\$6,200
Entry-Level	300	\$29.95	\$8,985
Total Work Force	600		
Total of Wage Rates		\$98.45	
Total of Work Force X Rate			\$18,935







## DIRECT LABOR SUMMARY TABLE P. 8-55

LABOR COST	PROP.	AUDIT	TECH. REPORT	ACO REPORT	YOUR OBJECTIVE	YOUR RATIONALE
Mfg Hours 19X8	24,500	24,500	23,030	23,030		
Mfg Hours 19X9	25,500	25,500	23,970	23,970		
Mfg Wage Rate 19X8	\$10.00	\$9.80	N/A	\$9.40		
Mfg Wage Rate 19X9	\$10.00	\$10.20	N/A	\$10.11		
Eng Hours 19X8	2,817.5	2,818	0	0		
Eng Hours 19X9	2,932.5	2,932	3,290	3,290		
Eng wage Rate 19X8	\$19.76	\$18.68	N/A	\$18.65		
Eng Wage Rate 19X9	\$19.76	\$19.80	N/A	\$20.10		

- Travel
- Consultants And Contract Labor
- Preproduction Cost
- Special Tooling And Test Equipment
- Computer Time
- Federal Exercise Tax
- Royalties

# SPECIAL ESTIMATING CONCERNS

P. 9-26 - 9-27

- Selection of cost proposed as ODC?
- Potential duplication of effort?
- Misapplication of rates and factors?

## INDIRECT COST ANALYSIS

P. 10-3

- Importance And Composition
- Indirect Cost Rates
- Indirect Cost Allocation Cycle

- Costs that cannot practically be assigned directly to the production or sale of a particular product
- Direct costs of minor dollar amount

## DIRECT / INDIRECT DECISION P. 10-9

- Contractor's Decision
- Audit Review Guidelines
  - FAR
  - GAAP
  - CAS
  - Official interpretations and precedents

# INDIRECT RATE FORMULA

P. 10-11

Indirect Cost Pool
Base = Rate

POOL... P. 10-12

A logical grouping of indirect costs with a similar relationship to cost objectives.

### Examples:

- Material Overhead
- Manufacturing Overhead
- Engineering Overhead
- General And Administrative (G&A)

BASE P. 10-16

Some measure of direct contractor effort that can be used to allocate pool costs on the basis of benefits accrued by the several cost objectives.

### Examples:

- Direct Labor Hours
- Direct Labor Dollars
- Number Of Units Produced
- Machine Hours

# STEPS IN ESTIMATING INDIRECT COSTS

P. 10-18

- 1. Estimate Volume
- 2. Estimate Bases
- 3. Estimate Pools
- 4. Calculate Indirect Cost Rates
- 5. Apply Indirect Cost Rates

	YEAR #1		YEAR #2		
	MFG O/H	G&A	MFG O/H	G&A	
Pool \$	\$30,000,000	13,040,000	40,000,000	16,500,000	
Base \$	\$10,000,000	80,000,000	15,000,000	115,000,000	
RATE %	300%	16.3%	266.7	14.3%	

MFG O/H = MFG O/H Dollars ÷ \$ Direct Labor Dollars

G&A = G&A Expense Dollars ÷ Total Production Cost

(Total Production Cost = Direct Labor Dollars + Indirect Dollars + Direct Material Dollars)

# APPLY RATES TO CONTRACTS P. 10-23

Cost Element	Proposed/Applied
Material Dollars	\$100,000
Direct Labor Dollars @ \$25.00/hr	\$25,000
MFG Overhead @ 300%	\$75,000
Total Production Cost (TPC)	\$200,000
G&A @ 16.3% TPC	\$32,600
Total Cost	\$232,600

## INDIRECT COST ALLOCATION CYCLE P. 10-25

- Forward Pricing
- Cost Incurrence
- Cost Allocation

### FORWARD PRICING RATE AGREEMENT P. 10-26

- Formal bilateral agreement
  - Contractor proposal
  - Government acceptance
- Circumstances for overturning

## NEGOTIATED VS. ACTUAL COSTS

## P. 10-28

COST ELEMENT	NEGOTIATED	INCURRED
Material Dollars	\$100,000	\$100,000
Direct Labor Dollars	\$25,000	\$25,000
MFG Overhead	@ 300% \$75,000	@ 260% \$65,000
TPC	\$200,000	\$190,000
G&A	@ 16.3% \$32,600	@ 17.4% \$33,060
Total Cost	\$232,600	\$223,060
Profit @ 10%	\$23,260	\$32,800
Total Price	\$255,860	\$255,860

# ANALYSIS OF PROPOSED FORWARD P. 10-38

- Identify unallowable costs
- Analyze base estimate
- Analyze base / pool relationship
- Analyze changes in base and pool
- Consider projection accuracy
- Integrate results

## ANALYZE BASE ESTIMATE

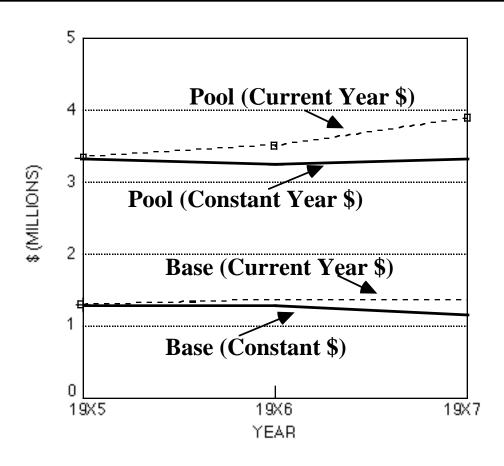
P. 10-39

- Correct base period used?
- Are costs included in the base?
- Will the base fairly allocate costs?
- When was the estimate made?
- What information was considered? (Any significant data **not** considered?)
- How stable has the base been?

#### ANALYZE BASE/POOL RELATIONSHIP P. 10-42

- Composition of the pool changed?
- Has the rate structure changed?
- Rate changes consistent with pool characteristics?

# ANALYZE BASE/POOL CHANGES P. 10-45



# CONSIDER PROJECTION ACCURACY

P. 10-46

Year of Estimate	Projected Year	Proposed Rate	Actual/ Current Rate	Percentage Point Difference
19X5	19X6	259.1%	254.8%	4.3
19X4	19X5	256.3%	251.8%	4.5
19X3	19X4	260.0%	254.8%	5.2

On the average, the offeror overestimates indirect rates by 4.67 percentage points.

# INDIRECT RATE COMPARISON P. 10-50

RATE & YEAR	PROPOSED	Audit	FPRA
Material - 19X8	2.1%	2.1%	2.1%
Material - 19X9	2.1%	2.1%	2.0%
Engineering - 19X8	84.0%	73.5%	74.2%
Engineering - 19X9	84.0%	71.8%	72.5%
Manufacturing - 19X8	200.0%	169.8%	169.8%
Manufacturing - 19X9	200.0%	165.6%	166.4%
G&A - 19X8	5.1%	5.5%	5.6%
G&A - 19X9	5.1%	5.3%	5.4%

## PROFIT CONSIDERATION

P. 11-7

Cost of money values cannot be used as a profit base

## CALCULATING COST OF MONEY P. 11-18

Cost of \$ CALCULATIONS	Base	Cost of \$ FACTORS*	Cost of Money
Engineering Direct Labor	\$9,512.50	* .30000 =	\$2,853.75
Manufacturing Direct Labor	\$2,728.25	* .26667 =	727.54
Technical Computer	75 hrs	* \$17.77780 <b>=</b>	1,333.34
General & Administrative	\$339,007.03	* .00133 =	450.88
Total Cost of Money			\$5,365.51

<sup>\*</sup> From Column 7 of table on page 11-10

# APPLYING FACTORS P. 11-17 and 11-18

Cost Element	Соѕт
Total Less Cost of Money	\$389,858.08
Profit (15% Total Less Cost of Money)	\$58,478.71
Cost of Money	5,365.51
GRAND TOTAL	\$453,702.30

## PROFIT ANALYSIS GOALS

P. 12-6

- Stimulate efficient performance
- Attract best capabilities
- Maintain viable industrial base

## INCONSISTENT PRACTICES

P. 12-6

- Negotiations aimed solely at reducing profit / fee
- Negotiation of extremely low profit / fee
- Use of historical rates without considering contract effort
- Use of predetermined rates without considering contract effort

TYPE OF CONTRACT	STATUTORY FEE LIMIT
Experimental, developmental, or research work performed under a cost-plus-fixed-fee contract	15% of estimated contract cost
All other cost-plus-fixed-fee contracts	10% of estimated contract cost

- Exclude facilities capital cost of money
- Changes to existing contracts USE:
  - Basic contract rate

OR

- New rate based on current effort

CONTRACTOR EFFORT				
Cost Category	Gov't Cost Objective (a)	WEIGHT RANGE (b)	ASSIGNED WEIGHT (c)	WEIGHTE D PROFIT / FEE
Material Acquisition	\$	1% to 4%	%	\$ (a) X (c)
Direct Labor	\$	4% to 12%	%	\$ (a) X (c)
Overhead	\$	3% to 8%	%	\$ (a) X (c)
Other Costs	\$	1% to 3%	%	\$ (a) X (c)
G&A	\$	4% to 8%	%	\$ (a) X (c)
TOTAL	\$			\$ Σ

	OTHER FACTORS				
Factor	Measure- ment Base (a)	Weight Range <b>(b)</b>	Assigned Weight (c)	Weighted Profit / Fee	
Cost Risk	TOTAL	0% to 7%	%	\$ (a) X (c)	
Investment	GOV'T	-2% to +2%	%	\$(a) X (c)	
Performance	COST	-1% to +1%	%	\$(a) X (c)	
Socioeconomic Programs	OBJECTIV E	-0.5% to +0.5%	%	\$(a) X (c)	
Special Situations		Unspecified	%	\$(a) X (c)	
TOTAL OTHER FACTORS				\$ Σ	

### **Contractor Effort**

					-
	. Cost ategory	Gov't Cost Objective (a)	Weight Range (b)	Assigned Weight (c)	Weighted Profit/Fee (d)
1A.	Total	\$			\$ X
		OTHE	R FACTOR	S	
F	ACTOR	Measure- ment Base (a)	Weight Range (b)	Assigned Weight (c)	Weighted Profit/Fee (d)
2A. Total Other Factors				\$Y	
3.	Subtotal Profit/Fee Lines (1.			A) + (2.A)	\$X + Y
4.	Less Facilities Cost Of Capital			-\$ F	
5.	Total Profit/Fee Objective Line (3) - (4)			\$X+Y-F	

# PROFIT / FEE RATIONALE

# P. 12-38

Cost Category	Rationale For Assigned Weight
Material Acquisition	
Direct Labor	
Overhead	
Other Costs	
General Management	
Cost Risk	
Investment	
Performance	
Socio-Economic Programs	
Special Situations	

## PREPARING FOR NEGOTIATIONS P. 13-3

- Trade-Off Analysis
- Contract Type And Prenegotiation Objectives
- Documentation Rationale And Factual Support

- Perform overall price analysis
- Involve negotiation team in trade-off analysis
- Cost drivers
- Cost risk

# MAJOR FIXED-PRICE CONTRACT TYPESP. 13-13

CONTRACT TYPE	PRICE-RELATED OBJECTIVES	
Firm Fixed-Price	Total Price	
Fixed-Price Economic Price Adjustment (FP-EPA)	Fixed-Price	
	Basis For Adjustment	
	Limits Of Adjustment	
Fixed-Price Incentive Firm (FPIF)	Target Cost	
	Target Profit	
	Cost-Sharing Arrangement	
	Ceiling Price	

CONTRACT TYPE	PRICE-RELATED OBJECTIVES	
Cost-Plus-Incentive-Fee	Target Cost	
	Target Fee	
	Cost-Sharing Arrangement	
	Minimum Fee	
	Maximum Fee	
Cost-Plus-Award-Fee	Estimated Cost	
	Base Fee	
	Award Fee	
Cost-Plus-Fixed-Fee	Estimated Cost	
	Fixed Fee	

CONTRACT TYPE	PRICE-RELATED OBJECTIVES	
Time-And-Materials	Labor-Hour Price	
	Material Handling Cost	
	Ceiling Price	
Labor-Hour	Labor-Hour Price	
	Ceiling Price	

# DOCUMENT RATIONALE AND FACTUAL SUPPORT P. 13-21 - 13-24

- Procurement situation
- Contractor estimating rationale
- Analysis and differences with rationale
- Negotiation positions
- References

### PRICE PRENEGOTIATION MEMORANDUM P. 13-25

- Subject Line
- Memorandum Text
  - Introductory Summary
  - Particulars
  - Procurement Situation
  - Prenegotiation Summary
  - Miscellaneous

# PRENEGOTIATION SUMMARY P. 13-30

COST ELEMENT	PROPOSED	OBJECTIVE	DIFFERENCE
MANUFACTURING			

Determine whether the proposed costs realistically reflect the effort to accomplish the needed work and to estimate the most probable cost.